



Careers Education, Information, Advice & Guidance (CEIAG)

&

Enterprise

Strategic Development Plan

2023/24

Careers Coordinator – I. Bates

SLT (Senior Leadership Team) Link – H. Smith / C. Holt

Review Date September 2023

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Statement of intent

This policy is underpinned by Sections 42A and 45A of the Education Act 1997, and has due regard to the DfE's statutory guidance, 'Careers guidance and access for education and training providers', which was last updated in January 2018.

The main aims of careers provision at Flixton Girls School are to:

- Prepare pupils for life post-education.
- Develop an understanding of different career paths.
- Develop an understanding of the differences between school and work.
- Inspire pupils to chase and achieve their dreams.
- Help pupils to access information on the full range of post-16 education and training opportunities.
- Support pupils after leaving school.
- Offer targeted support for vulnerable and disadvantaged young people.
- Instil a healthy attitude towards work.

Approval and review

This policy statement was approved by the governing board's curriculum and standards committee on date.

The next review will take place September 2024.

Signed: _____Chair of governors

Signed: _____Headteacher

1. Legal framework

1.1. This policy has due regard to legislation and statutory guidance, including, but not limited to, the following:

- DfE 'Careers guidance and access for education and training providers' 2018
- Education Act 1997
- Education and Skills Act 2008
- Apprenticeships, Skills, Children and Learning Act 2009
- Equality Act 2010
- Children and Families Act 2014
- Technical and Further Education Act 2017

2. Roles and responsibilities

2.1. The governing board is responsible for:

- Ensuring that all registered pupils at the school are provided with independent careers guidance from Year 8 to Year 13.
- Ensuring that arrangements in place to allow a range of education and training providers to access all pupils in this range and inform them about approved technical education qualifications and apprenticeships. A [policy statement](#) will set out these arrangements.
- Ensuring that the independent careers guidance is presented in an impartial manner, showing no bias or favouritism towards a particular institution, education or work option.
- Ensuring that the guidance includes information on the range of education or training options, including apprenticeships and technical education routes.
- Ensuring the Careers Policy does not discriminate on any grounds, including but not limited to ethnicity/national origin, culture, religion, gender, disability or sexual orientation.
- Handling complaints regarding this policy as outlined in the school's Complaints Procedure Policy.
- Providing clear advice and guidance to the Headteacher on which they can base a strategy for careers education and guidance which meets the school's legal requirements.

2.2. The careers coordinator is responsible for:

- Managing the provision of careers information.
- Liaising with the SLT link and the careers adviser to implement and maintain effective careers guidance.

- Liaising with the SLT link and PSHE leader and other subject leaders to plan careers education in the curriculum.
- Liaising with teachers, mentors, the SENCO (Special educational needs coordinator) and head of sixth form to identify pupils needing guidance.
- Referring pupils to careers adviser.
- Establishing, maintaining and developing links with further education colleges, universities, apprenticeship providers and employers.
- Working with the director of finance to secure an annual service level agreement with the LA for support for vulnerable and disadvantaged pupils.
- Providing pupils with effective careers guidance and supporting social mobility by improving opportunities for all young people.
- Supporting teachers of careers education by providing information and advice.
- Supporting the SLT link to monitor and evaluate teaching and learning in careers education, and the access to and take up of career guidance.
- Advising senior leadership on policy, strategy and resources for careers education, information, advice and guidance (CEIAG).
- Preparing and implementing a development plan for CEIAG.
- Reviewing and evaluating the programme of CEIAG.
- Encouraging the training of school staff to promote careers guidance to their pupils.
- Using the [Gatsby Benchmarks](#) to improve the school's careers provision and ensure compliance with legal duties, with an ultimate aim to meet all benchmarks.
- Allowing pupils to have access to providers of technical education, such as colleges, and apprenticeships to ensure every pupil is well-informed about their future options at every stage.
- Using the [Compass tool](#) for self-evaluating the careers provision the school offers.
- Publishing details of the school's careers programme and a policy statement on provider access on its website.

2.3. The careers adviser is responsible for:

- Reporting regularly to the career's coordinator, regarding pupil progress and the effectiveness of the school's career plan.
- Providing a thorough, personalised career service throughout the school.
- Staying up to date with relevant CPD and developments in the CEIAG sector.

- Producing careers information and guidance through online and hard copy literature, and visual displays in school.
- Organising workshops for pupils and actively promoting the careers service in-house at open evenings, presentation days, assemblies and parents' evenings.
- Developing incentives and initiatives which actively encourage pupils to sign up to the school's career service.
- Attending regular meetings with the careers coordinator to discuss the school's career plan.
- Providing an open-door service for pupils to drop in weekly by year group and discuss their options.
- Arranging meetings and follow-up appointments with pupils who are interested in the careers service.
- Offer services to past pupils for up to a year after their departure from compulsory education.

2.4. Teaching staff are responsible for:

- Ensuring careers education is planned into their lessons.
- Attending any relevant CPD or training to ensure they are up to date with the school's careers plan.
- Promoting careers guidance in the classroom through visual aids.
- Creating a learning environment that allows and encourages pupils to tackle real life challenges, manage risks and develop skills that can be applied to the workplace.

3. A stable careers programme

- 3.1. Flixton Girls School will have its own careers programme in place which meets the requirements of the eight Gatsby Benchmarks. The benchmarks will be reviewed through regular link meetings between the careers lead and the careers advisor ensure it remains on target.
- 3.2. A careers coordinator (Irene Bates) is appointed to ensure the leadership and coordination of a high-quality careers programme. The name and contact details of the career's leader will be published on the school website.
- 3.3. A careers adviser will be appointed to support the careers coordinator and to provide individual, tailored careers guidance to pupils. The careers adviser is Helena Hamlett (Connexions).
- 3.4. Details of the school's careers plan will be published on the school website inviting pupils, parents, teachers, governors and employers to provide feedback.

- 3.5. The SLT link and careers coordinator will work to build careers and employer engagement plans to broaden the range of guidance that pupils have access to.
- 3.6. The school will work towards the [Quality in Careers Standard](#) to support the development of their careers programme, ensuring the programme is reviewed termly to ensure it is in line with the required standards.

4. Labour market information

- 4.1. The school will ensure every pupil, and their parents, has access to good-quality information about future study options and labour market opportunities.
- 4.2. Pupils and their parents will be referred to the National Careers Service which offers information and professional advice via a website, helpline and web chat.
- 4.3. The school will ensure pupils and their parents understand the value of finding out about the labour market and support them in accessing this information. Pupils and their parents will be provided with information on the benefits of understanding the labour market, including the salaries and promotion opportunities for different jobs, and the volume and location of vacancies across different sectors.
- 4.4. The school will ensure that all pupils, by the age of 14, have accessed and used information about career paths and the labour market to inform their decisions on study options using programmes such as Xello as well as through the health and wellbeing curriculum.
- 4.5. The school will provide pupils with the necessary links and information that will enable them to access this. Access will be monitored to review whether pupils are making the most of the service, and if not, what can be done to ensure they do.
- 4.6. The school will make use of local enterprise partnerships to provide pupils with presentations and workshops on the local labour market and employer expectations. The information provided through the partnership will be used to shape career guidance and workshops in schools.
- 4.7. To support social mobility, the school will work to raise pupils' aspirations and tackle stereotypical assumptions. Interventions will be used to tackle gender stereotypes; arrangements will be made for pupils to talk to employees who work in non-stereotypical jobs to raise awareness of the range of careers that science, technology, engineering and maths (STEM) qualifications lead to.

5. Addressing the needs of pupils

- 5.1. The school's careers programme will aim to raise the aspirations of all pupils whilst being tailored to individual needs. The programme will inform pupils of the range of opportunities available to them, encouraging them to aim higher and make choices relevant to what they feel they can achieve.

- 5.2. All forms of stereotyping will be prohibited in the career's advice and guidance that is provided, to ensure pupils from all backgrounds, gender and diversity groups, and those with SEND, can consider the widest possible range of careers.
- 5.3. Comprehensive and accurate records will be kept to support the career development of pupils. These will be stored securely in the on a database. The school will allow access to this information, should a pupil or their parent request it and share careers plans through the parent portal.
- 5.4. The school will collect and analyse destination data to assess how well the careers programme is countering stereotypes and raising aspirations. The data will be reviewed by the Headteacher and careers leader on a yearly basis to support further development of the school's career guidance plan on the results and areas of success or failure.

6. Targeted support

- 6.1. The school will work with the LA to identify pupils who are in need of targeted support or those who are at risk of not participating in post-16 pathways. Agreements will be made over how these pupils can be referred for support drawn from a range of education and training support services available locally.
- 6.2. The school will ensure that pupils understand the programmes available to support them and the financial costs associated with staying in post-16 further education.
- 6.3. To support pupils who are likely to need support with post-16 participation costs, such as those with SEND, the school will work with the LA and local post-16 education or training providers to share pupil data and ensure these pupils receive such support.
- 6.4. The school will ensure that pupils are aware of the 16-19 Bursary Fund, which has been devised to support those individuals with a financial hardship. Pupils will be advised of how to access this funding and who they should speak to in order to find out more information.
- 6.5. The careers leader will engage with the designated teacher for LAC and previously LAC to ensure they know which pupils are in care/are care leavers, to understand their additional support needs and to ensure that any personal education plans can inform careers advice.

7. Pupils with SEND

- 7.1. The school will ensure that careers guidance is differentiated, if appropriate, and based on high aspirations and a personalised approach.
- 7.2. All staff working with pupils will support them to develop the necessary skills and experience to succeed and fulfil their potential.

- 7.3. The school will work with families of pupils to help them understand what career options are available.
- 7.4. Careers guidance and experience will be tailored to pupils based on their own aspirations, abilities and needs. Surveys will be conducted to find out individual pupils' aspirations; the results will be used to personally tailor careers guidance.
- 7.5. Careers guidance will take account of the full range of relevant education, training and employment opportunities. It will inform pupils about the ways employees with SEND are supported in the workplace, and how jobs can be adapted to fit a person's abilities.
- 7.6. The school will build partnerships with businesses and other employers, employment services, and disability and other voluntary organisations. Pupils will be prepared for encounters with employers and provided with any special support that will allow them to benefit fully from the experience.
- 7.7. Careers guidance will focus on a pupil's career aspirations and the post-16 options which are most likely to give the pupil a pathway into employment or higher education.
- 7.8. The SEND local offer will be utilised; annual reviews for a pupil's education, health and care plan (EHCP) will be informed by good careers guidance.
- 7.9. When arranging work experience for pupils, the school will work with the employer to determine any additional support that will be needed during the work placement.

8. Curriculum

- 8.1. The school will work to encompass careers education and guidance into subjects across the curriculum. All teachers will be asked to support the career development of young people in their role and through their subject teaching.
- 8.2. The school will ensure that every pupil is exposed to the world of work by the age of 14.
- 8.3. Pupils are expected to study the core academic subjects at GCSE, including English, maths, science, history or geography and a language.
- 8.4. Pupils will be informed that if they do not achieve a grade 4 or higher in GCSE maths and English by the end of KS4, they will be required to continue working towards this aim as part of their 16-19 study programme.
- 8.5. The school will engage with local employers, businesses and professional networks, inviting visiting speakers, particularly alumni with whom pupils can relate to.

- 8.6. Every year, from the age of 11, pupils will participate in at least one meaningful encounter with an employer; at least one of these encounters will be with a STEM employer or workplace. These encounters will include:
- Careers events such as careers talks, careers carousels and careers fairs.
 - Transitions skills workshops such as CV workshops and mock interviews.
 - Mentoring and e-mentoring.
 - Employer delivered employability workshops.
 - Business games and enterprise competitions.

9. Work experience

- 9.1. Flixton Girls School will ensure that all pupils have had at least one experience of a workplace by the age of 16, and one further such experience by the age of 18.
- 9.2. 16-19 study programmes will require high-quality and meaningful work experience. A flexible approach will be adopted for younger pupils, such as the following:
- Workplace visits
 - Work experience (1-2 weeks)
 - Job shadowing
 - Career-related volunteering and social action

10. Further education (FE)

- 10.1. Pupils are required to remain in education or training until their 18th birthday.
- 10.2. The school will provide pupils with a range of information and opportunities to learn about education, training and career paths throughout their school life, to prevent last minute decision-making.
- 10.3. Pupils will be encouraged to use information tools, such as websites and apps, which display information about opportunities. Education and training providers will have access to all pupils in Years 7 to 13 for the purpose of informing them about approved technical education qualifications and apprenticeships.
- 10.4. The school will ensure that there are opportunities for providers to visit the school and speak to pupils in Years 7 to 13 by maintaining connections with providers of further education and apprenticeships, and arranging regular visits, presentations and workshops.
- 10.5. A range of opportunities for visits from providers offering other options, such as FE will also be provided.
- 10.6. A [policy statement](#) will be published on the school website and will include:

- Any procedural requirements in relation to requests for access.
- Grounds for granting and refusing requests for access.
- Details of premises or facilities to be provided to a person who is given access.

11. Personal guidance

- 11.1. All pupils will be provided with opportunities for personal guidance interviews with a qualified careers adviser. Such interviews will take place by the time the pupil reaches age 16, with the opportunity for a further interview by the age of 18.
- 11.2. Careers advisers will meet the professional standards outlined by the [Career Development Institute](#). The school will integrate personal guidance interviews within the pastoral system so that they can be followed up by the form tutors or equivalent.
- 11.3. Careers advisers working with pupils with SEND will use the outcome and aspirations in the EHCP to focus discussions.
- 11.4. Careers advisers working with LAC or care leavers will use their personal education plan to focus discussions. These pupils will have a named adviser who will build a relationship with them to better understand their individual needs.

12. Information sharing

- 12.1. The school will provide the relevant information about all pupils to the LA support services including:
 - Basic information, such as the pupil's name or address.
 - Other information that the LA requires to support the pupil to participate in education or training to track their progress.
- 12.2. The school's privacy notice will offer pupils and their parents the opportunity to ask for personal information not to be shared.
- 12.3. LAs will be notified, as early as is possible, whenever a 16 or 17-year-old pupil leaves an education or training programme before completion. The school will agree on local arrangements for ensuring these duties are met.

13. Monitoring and review

- 13.1. The governing board, in conjunction with the Headteacher and careers leader, will review this policy on an annual basis, taking into account the success of supporting pupils in accessing post-16 education and training.
- 13.2. The Headteacher will make any necessary changes to this policy and will communicate these to all members of staff.
- 13.3. The next review date for this policy is September 2023.

Provider Access Policy Statement

Under Section 42B of the Education Act 1997, as of 2 January 2018, we have a duty to provide pupils in Years 7-13 with access to providers of post-14, post-16 and post-18 education and training. This policy statement sets out how we manage access requests from these providers.

What are pupils entitled to?

Pupils must be allowed to:

- Learn more about technical education qualifications and apprenticeship and higher apprenticeship opportunities.
as part of a careers programme which informs pupils of the full range of education and training options available to them at each transition point.
- Hear from a range of local providers about the opportunities on offer, e.g., technical education and apprenticeships - this can be achieved through options evenings, assemblies, group discussions, and taster events.
- Understand how to apply to the full range of academic and technical courses available to them.

Who handles our access requests?

Any provider wishing to request access should contact our careers coordinator, Irene Bates, on 0161 912 2949 or via email on: irene.bates@vantageacademies.co.uk

Who should providers contact to discuss events and options?

Providers can speak to our career's coordinator, Irene Bates, to discuss attendance at relevant events.

Our Child Protection and Safeguarding Policy set out the school's approach to allowing providers into school to speak to our pupils.

What are the rules for granting and refusing access requests?

We will grant access requests that meet the following criteria:

- DBS checked
- Those without DBS must be always accompanied by a member of staff

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- Hear from a range of local providers about the opportunities on offer, e.g., technical education and apprenticeships - this can be achieved through options evenings, assemblies, group discussions, and taster events.
- Understand how to apply to the full range of academic and technical courses available to them.

What can providers expect once a request has been accepted?

Once we have approved a provider, we will work with them to identify the best method for providing access to our pupils.

We will make the school hall, classrooms and private meeting rooms available to host discussions between providers and pupils. We will also make presentation equipment, such as projectors and televisions, available to providers.

Arrangements will be discussed in advance between our career's leader and a nominated member of the provider's team.

Can providers leave prospectuses for pupils to read?

Providers are welcome to leave a copy of their prospectus and other relevant course literature with the career's advisor at the Connexions office.

What opportunities are provided to allow access to pupils?

Via our school careers programme, we offer providers numerous opportunities throughout the school year to speak to pupils and/or their parents. Our annual schedule of events is as follows:

	Autumn	Spring	Summer
Year 7	<p>Careers platform</p> <p>Careers video library</p> <p>HWB target setting</p> <p>Careerometre</p> <p>Meet the author</p> <p>Buzz Quiz</p> <p>Compass career questionnaire</p>	<p>Careers and enterprise day</p> <p>Outward Bound</p> <p>BAE visit</p> <p>Take your child to work day</p> <p>Numeracy week</p> <p>Careers and enterprise day</p> <p>National Careers week activities</p> <p>National apprenticeship activities</p>	<p>Chester Zoo</p> <p>Careers video library</p> <p>HWB skills and strengths.</p> <p>Science talks</p>
Year 8	<p>Careers platform</p> <p>Career video library</p> <p>Manchester Gateway</p> <p>Manchester ASD Visit</p> <p>Buzz Quiz</p> <p>Logins for Xello</p> <p>HWB preparation for options</p> <p>Compass career questionnaire</p> <p>Meet the author</p>	<p>KS4 options evening</p> <p>Manchester higher Pre-16 wellbeing event</p> <p>Careers and enterprise day</p> <p>Trafford College careers and apprenticeship assembly</p> <p>Take your child to work day</p> <p>BAE visit</p> <p>Numeracy week</p> <p>National Careers week activities</p> <p>National apprenticeship activities</p>	<p>Life skills - assembly and tutor group opportunities</p> <p>Outward Bound Week</p> <p>Unity T shirt Competition</p> <p>Science talks</p> <p>Visit to sculpture park</p>
Year 9	<p>Careers platform</p> <p>Career video library</p> <p>Manchester Gateway</p> <p>Buzz Quiz</p> <p>Compass career questionnaire</p> <p>HWB covering topics on how to manage their money and employment</p> <p>Xello online careers</p>	<p>Logins for Xello</p> <p>Manchester Higher Pre 16</p> <p>Careers and enterprise day</p> <p>Trafford College careers and apprenticeship assembly</p> <p>Take your child to work day</p> <p>Numeracy week</p> <p>National Careers week activities</p> <p>National apprenticeship activities</p> <p>Manchester Gateway campus visit</p> <p>Options evening</p> <p>HS" visit</p>	<p>Wellbeing Event</p> <p>Manchester ASD Visit</p> <p>FA/Youth Sport Trust – "Game of our own"</p> <p>(leadership program for 12 yr 9 students)</p> <p>Unity T shirt Competition</p> <p>Science talks</p> <p>Investigate careers focus trips</p> <p>Onatti production</p> <p>Salter festival of chemistry</p> <p>Science- looking at how doctors diagnose patients</p>

Year 10	<p>Careers platform</p> <p>Careers video library</p> <p>Manchester Gateway</p> <p>Aspirational Futures</p> <p>Careers Fair</p> <p>Logins for Xello</p> <p>Manchester ASD visit</p> <p>Buzz Quiz</p> <p>Compass career questionnaire</p> <p>HWB focus on money matters such as loans and mortgages</p> <p>Trafford and Salford college assemblies</p> <p>Work experience assembly</p> <p>Outward Bound</p> <p>NHS open day</p>	<p>Skills Northwest</p> <p>Manchester Higher Pre-16</p> <p>Wellbeing Event</p> <p>Careers and enterprise day</p> <p>Careers questionnaire</p> <p>Take your child to work day</p> <p>Numeracy week</p> <p>National Careers week activities</p> <p>National apprenticeship activities</p> <p>UA92 university campus visit</p> <p>Thackray museum visit</p> <p>Trafford college drop in sessions</p>	<p>Life skills - assembly & tutor group opportunities</p> <p>University Trip</p> <p>Science talks</p> <p>A-Level taster day</p> <p>Work experience</p> <p>Participate focus trips</p> <p>Bridgewater hall visit</p> <p>Lowry visit</p> <p>Dorset field trip</p> <p>Connexions appointments commence</p> <p>Year 10 parents evening</p> <p>Science careers talks</p>
Year 11	<p>Careers platform</p> <p>Careers video library</p> <p>Assembly about opportunities at 16</p> <p>Manchester Gateway</p> <p>Aspirational Futures</p> <p>Careers Fair</p> <p>Manchester ASD visit</p> <p>Connexions Careers</p> <p>Service Interviews</p> <p>Mock Interviews</p> <p>Buzz Quiz</p> <p>Compass career questionnaire</p> <p>Trafford and Salford college assemblies</p> <p>NHS open day</p> <p>HWB focus on college applications and interviews</p> <p>6th form and college interviews, college visits and open days</p> <p>Continued use of Xello</p> <p>Input for college applications and personal statement writing</p> <p>UK Un9iversity and apprenticeship event</p>	<p>Post 16 options evening</p> <p>Post 16 taster sessions</p> <p>Connexions careers service interviews</p> <p>Careers and enterprise day</p> <p>Take your child to work day</p> <p>Numeracy week</p> <p>National Careers week activities</p> <p>National apprenticeship activities</p> <p>Trafford college drop in sessions</p> <p>Communications focus on trips</p> <p>Year 11 parents evening</p> <p>Mock interviews</p> <p>Careers assemblies</p> <p>Thackray museum visit</p> <p>Dance visit to Phoenix Dance Theatre Leeds</p> <p>Visi to the Lowry Theatre</p> <p>White Rose Beauty College Taster Day</p>	<p>Connexions Careers</p> <p>Service interviews</p> <p>GM Higher – “Be college ready”</p> <p>Science talks</p> <p>Year 11 parents evening</p>

Year 12	HE Fair Xello Introduction UCAS Launch	Small group sessions: FE training & employment options UCAS Convention – Connexions careers Service, Interviews, Careers Café	Small group sessions: FE, training & employment options Liverpool John Moore's University visit Bright Network Virtual Internship
Year 13	UCAS application Xello research Program	Apprenticeship & HE application workshops Individual university visits	

14 Enterprise Strategy

What does the new inspection framework say about Enterprise in Schools?

“Enterprise Advisers should work with the Careers Leader and with SLT to help schools to identify the ‘end point their curriculums are building towards and to then build a progressive careers programme and a supporting strategic careers plan to deliver it and to support outcomes for learners. The Enterprise Adviser supports Careers Leaders in working towards the Gatsby Benchmarks and linking this progress to whole school priorities as a whole school responsibility.”

Source: Education Inspection Framework Guide for Careers leaders, School Leaders and the Enterprise Advisor Network

Enterprise Education at FGS

Enterprise Education at FGS focuses on giving students the skills to develop an entrepreneurial, life and employment skills to prepare them for life after school. The type of skills that are covered under enterprise education at FGS are financial capability, enterprise capability and economic and business understanding. Skills that will help the students become part of the future workforce, as well as those needed to start a business.

More specifically these skills include, creativity, problem solving, taking initiative, communication, determination, flexibility, teamwork, time management, innovation, collaboration, adaptability, resilience, and leadership. These skills are currently embedded in the curriculum at KS3-5 and in careers and enterprise programs at FGS including tasks requiring students to come up with a creative solution or put together a proposal for new product, Student-run businesses, stalls and events, excursions, community service initiatives, interaction with industry professionals, real world applications for basic numeracy and literacy skills, financial units focused on budgeting, loans, interest rates, investment, calculating profit and loss etc.

FGS currently works with many different partners to deliver the careers and enterprise programs including Connections, Duke of Edinburgh, Tycoon in School, Young Enterprise, Price Waterhouse Coopers, NatWest Bank, Barclays Bank, Greater Manchester Higher, Outward Bound and Youth Sport Trust, Bright Network Internship, Xello and the NHS. These partners are vital in allowing students to interact with

industry professionals and to understand the value and relevance of their education journey. FGS also has an extensive alumni network of past students who regularly contribute to student's experiences through educational talks in assemblies and curriculum subject areas. Parents and governors regularly provided their expertise into the careers and enterprise program through their links to own personal links to business.

Careers and Enterprise student participation is currently tracked via SIMS, thus providing a breakdown of student participation per year group. Student and parent voice questionnaires are used to evaluate feedback and impact. Students in year 7-10 embed their careers and enterprise skills and knowledge through the different pathways of the Passport to Scholarship program which is tracked in form time.

Intent	Key Actions	Evaluation, Impact & Supporting Evidence	Time Frame	Who
Gatsby Benchmark 1: A stable career program	Complete	100%		IB
Gatsby Benchmark 2: Learning from career & labour market information	Complete	100%		IB
Gatsby Benchmark 3: Addressing the needs of each pupil	Complete	100%		IB
Gatsby Benchmark 4: Linking curriculum learning to careers	Complete	100%		IB
Gatsby Benchmark 5: Encounters with employers & employees	Complete	100%		IB
Gatsby Benchmark 6: Experiences of workplaces	Complete	100%		IB

Gatsby Benchmark 7: Encounters with further & higher education	Complete	100%		IB
Gatsby Benchmark 8: Personal Guidance	Complete	100%		IB